Wiener Salverda
research fellow EC

AIAS conference
on diversity and
solidarity

Focus on
EDUWORKS
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## Colophon

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One swallow does not make a summer

The AIAS-team has announced in recent months an impressive list of research initiatives.

For instance, the intergenerational bargaining project started early 2014 and an important grant was gained for the Sustaining Employability-project. And there is ongoing work related to the Wageindicator-activities, the Solidarity and the Welfare state-project, the Bargaining for Social Rights at Sectoral Level-project and activities dedicated to inequality, solidarity or the friction between economic freedoms and workers’ rights, just to mention a few. This issue of the AIAS-Newsletter pays witness to all the work that is pursued. One could easily get the impression that industrial relations and labour studies flourish. But, some question marks can be formulated. First of all, the time horizon; most of the research funding is for a relatively short period, not necessarily a precondition for decent research. Secondly, a dependency on third-party funding has sometimes ‘uncomfortable’ aspects. Relatively new and unexplored research trails are not always welcome, besides the risk that ‘the client is king’. Thirdly, participation in a tender process is perhaps a necessary evil, but not a pleasure, and seldom a gain, except for the winner of the game. All in all, project work can have the character of a balancing act.

In recent decennia, industrial relations studies that examined various labour market situations have been in decline as a research field. To a certain degree, business schools filled the gap with a clear preference for the human resource management paradigm. According to Wikipedia ‘Industrial relations scholarship assumes that labour markets are not perfectly competitive and thus, in contrast to mainstream economic theory, employers typically have greater bargaining power than employees. Industrial relations scholarship also assumes that there are at least some inherent conflicts of interest between employers and employees (for example, higher wages versus higher profits) and thus, in contrast to scholarship in human resource management and organizational behaviour, conflict is seen as a natural part of the employment relationship.’

After a long period of economic prosperity that even led to optimistic forecasts of a world without ‘boom and bust’, the subsequent financial and economic crisis made clear that excesses are inherent to uncurbed capitalism. The notion that economics and labour markets are characterised by deficiencies and serious imperfections is back on the scene. And with this, modern industrial relations can be redefined as relations that deal with conflicts and with institutional interventions to improve the employment relationship and to protect workers’ rights. Employment and wage policy has to deal with such conflicts of interest. Probably, the recent revival of industrial relations research is a simple mirror of the contradictions that the crisis has brought to the surface.
Wiener Salverda Research Fellow 2014-2015 at European Commission (DG ECFIN)

At the invitation of the Directorate-General for Economic and Financial Affairs (ECFIN) of the European Commission, Wiemer Salverda has been awarded a (non-resident) Research Fellowship for the year 2014-2015.

He will work on the subject of inequality, contributing a paper on Rich and poor: Macro implications of the trends in income and wealth distribution (see provisional set-up). The paper fits the encompassing theme of “Forward to a New Normal: Growth, integration and structural convergence reconsidered” of the Fellowship Initiative 2014-2015. The theme is split into three parts: 1. Medium-term growth perspectives, 2. The architecture of financial systems, and 3. European convergence and integration mechanisms. Salverda’s contribution will be part of the third theme, which asks how best to design policies fostering convergence, integration and social cohesion in response to the large country differences triggered by the crisis and accompanied by rising income and wealth inequalities. The contributions of the fellows are published in European Economy. Fellows also provide consultancy services in the form of regular interactions and discussions on the subject field with Commission staff. Fourteen fellowships have been awarded in total (see below).

The Initiative aims to strengthen ECFIN’s ties to academia and to the economic research community to stimulate analysis and economic policy debate on highly pertinent economic challenges. The ambition is to establish a forum to provide and discuss ideas and analyses in a relatively informal setting and feed a forward-looking debate on EU economic policies and governance. The new fellowships make up the second round of ECFIN’s Fellowships Initiative, after the first 2012-2013 Initiative turned out a success. Notably, Jelle Visser, emeritus Scientific Director of AIAS, was awarded a fellowship in the first round; his contribution concerned Wage bargaining Institutions - from crisis to crisis (http://ec.europa.eu/economy_finance/publications/economic_paper/2013/pdf/ecp488_en.pdf). Interestingly, Tony Atkinson – Wiemer Salverda’s co-author for top incomes in the Netherlands – also participated in the first round with a paper on Ensuring social inclusion in changing labour and capital markets (http://ec.europa.eu/economy_finance/publications/economic_paper/2013/pdf/ecp481_en.pdf).

Fellowship of the 2014-2015 initiative
Andersen, Torben European convergence and integration mechanisms
Dabrowski, Marek Monetary union and fiscal and macroeconomic governance
Faia, Esther Banking Union and Beyond
Fratzscher, Marcel A Trinity for Europe’s success: Growth, integration and institutional reforms
Mathias Hoffmann Small business lending during the sovereign debt crisis
Reichlin, Lucrezia Debt and deleveraging process in the euro area
Roth, Felix Political Economy of EMU: rebuilding trust and popular support for economic integration
Salverda, Wiemer Of rich and poor: Macro implications of the trends in income and wealth distribution
Sapir, André Revisiting Economic Heterogeneity within EMU
Schmidt, Vivien Political Economy of EMU: Rebuilding trust and support for economic integration
Sorensen, Bent Risk sharing in the European Union. With a focus on banking integration and
Van Ark, Bart The Breakdown in the Relationship between Per Capita Income, Productivity and Labour Compensation Trends in EU Member States
Weder di Mauro, B. Strategies to erode the mountain of debt - and ensure it does not re-emerge
Wyplosz, Charles The centralization-decentralization issue
On Wednesday, 16 April, the Dutch Minister of Social Affairs and Employment Lodewijk Asscher was presented with the results of an extensive international study titled ‘Growing INequalities’ Impacts’, or GINI, at the University of Amsterdam (UvA).

Published by Oxford University Press, the study reveals a growing income gap in the Netherlands and other countries and shows the negative impact this is having on social cohesion. The greater the degree of inequality between citizens, the less their engagement in society. After being presented with these results, Minister Asscher spoke about their significance. ‘I am happy that such extensive research and follow-up research is being conducted into this fundamental topic, with in-depth fact-checking and a thorough analysis of the causal links about something that we all find important. And, indeed, something we all sense in our hearts to at least some extent. […] Disproportionate income gaps are pushing us apart and eroding social cohesion. […] Can that gap be justified? Does the one work so much harder than the other? And how can we try to change this in a way that everyone benefits and feels is fair? These are the questions that society and policymakers will have to tackle.’ According to Asscher, the real crux is a good life. ‘For that, we need three things’, he said. ‘A huge quality leap in education, a rigorous approach to “parasites” on the job market – by which I mean the dishonest employers and employment agencies who shirk statutory requirements and contributions and blithely ignore collective labour agreements – and a reduction in labour costs for work at the lower end of the job market.

Growing income gap
The period from 1977 to 2011 has seen a structural increase in income inequalities. According to the researchers, the growing inequality is partly attributable to policy decisions. Policy changes made during recessions in order to rebalance the state budget (in respect of the minimum wage and benefits) have had a detrimental effect on low incomes and have only cemented income inequalities. Moreover, the researchers conclude that policymakers have made less of an effort in redressing those inequalities. Study coordinator Professor Wiemer Salverda: ‘An important general conclusion to come out of the Growing INequalities’ Impacts study is that the countries putting in the best performance on the economic and social fronts have a far-reaching welfare system that invests, stimulates and offers a safety net. In this country, income redistribution has taken a dive from clearly above to a considerable degree below the average of the countries studied.’ Professor Herman van de Werfhorst, who is one of the research leaders, added: ‘Growing inequality is a particular cause for concern because it has an adverse effect on political participation, social mobility and well-being.’

More information on the GINI-project:
GINI-research.org
Full tekst of the speech by Asscher:
Rijksoverheid.nl
Photo: Marieke Wijntjes
Text: UvA Press
Grant for book on meritocracy

Paul de Beer

Instituut Gak (a private fund that supports scientific research in the area of social security and labour market policies) has awarded a grant of € 184,000 to AIAS researcher Paul de Beer to compile a book on the theme: ‘Meritocracy: on the road to a new class society?’.

The book will examine the extent to which the Netherlands is already a meritocratic society, in which a person’s position is determined by their individual merit, in particular their educational achievement and effort. Furthermore, the book will discuss the consequences of the meritocracy for social inequality and the inheritance of arrears. Will a new class society arise in which disadvantages are transferred from generation to generation? Various experts will be invited to contribute a chapter to the book. The book will be presented on a conference at the end of 2015.

NWO-TOP Grant ‘Sustaining Employability’
Paul de Beer

Pearl Dykstra, Ferry Koster, Hans Pruijt en Maria Fleischmann, in cooperation with a consortium consisting of De Burcht, awvn, CA-ICT, Hefti Consultancy, JSO, Opus8, SER en TNO, received a NWO-TOP grant for the project ‘Sustaining Employability’. This research programme aims at explaining the use employability practices and its outcomes. See for more information the website of the Erasmus university.

Debate on inequality in the Netherlands
Paul de Beer and Wiemer Salverda

On 5 June, 2014, the Scientific Council on Government Policy (WRR) organized a debate in De Balie in Amsterdam to discuss the recent publication Hoe ongelijk is Nederland? (How unequal is the Netherlands?). AIAS and AMCIS researchers Paul de Beer, Wiemer Salverda and Herman van de Werfhorst contributed to this book and also participated in the debate. Apart from the authors of the book, some representatives of politics (Sadet Karabulut of the SP and Henk Nijboer of the PvdA) and of the social partners (Bernard Wientjes of VNO-NCW and Ruud Kuin of FNV) also gave their view on social inequality in the Netherlands. The video of the debate can be seen on Vimeo: http://vimeo.com/97465714.

Independent member of the SER
Robbert van het Kaar

On 10 February 2014 Robbert van het Kaar was appointed independent member of the Social and Economic Council (SER) Committee on revising the SER Merger Code (Commissie Herziening Fusiegedragsregels).

From January to June 2014 Robbert van het Kaar was advisory member of Social and Economic Council (SER) Committee on Works Council Rights on Pensions. The Committee prepared an advice which on 20 June 2014 was unanimously approved by the SER.

On 16 May 2014, Robbert van het Kaar was appointed member of the Informal Expert Group on Company Law (ICLEG). The task of ICLEG is to advise the Directorate General Internal Market and Services of the European Commission on all matters of company law. The first meetings took place on 10 July and 15 October 2014.
In het najaar 2014 en vroege voorjaar 2015 organiseert AIAS de Leergang voor opleiders in de medezeggenschap. De leergang is bedoeld voor trainers medezeggenschap maar ook andere betrokkenen die hun kennis willen verdiepen en willen meedenken over nieuwe trends in arbeidsverhoudingen en (mede)zeggenschap. De leergang geeft, samen met een trainingsgedeelte, toegang tot het register van opleiders medezeggenschap, een kwalificerings- en certificeringsorgaan van trainers.

In een zestal bijeenkomsten behandelen gerenommeerde onderzoekers een reeks trends die consequenties hebben voor de arbeidsverhoudingen in de arbeidsorganisatie. De leergang begint breed met de ontwikkelingen van de arbeidsverhoudingen in Europa. Via de machtsdriehoek in de organisatie van bestuur, toezicht en medezeggenschap en algemene ontwikkelingen in de bedrijfsorganisatie wordt de leergang afgesloten met de Ondernemingsraad als divers team. Geïnteresseerden kunnen de hele leergang volgen maar ook enkele onderdelen. Zie onze website voor data en sprekers www.uva-aias.net/126.

Sinds het uitbreken van de crisis tot het midden van 2014 is het aantal werkzame personen in Nederland met een bescheiden 3% gedaald. Het aantal voltijdbanen neemt echter veel sterker af (-9%). Alle werknemers tezamen zien hun gewerkte uren met 7% dalen; zelfstandigen registeren juist een groei met 10%. In tegenstelling tot de diepe recessie in de eerste helft van de jaren tachtig groeit de werkgelegenheid van ouderen (50+) sinds 2008 sterk (+11%). Daar staan dalingen voor andere leeftijden tegenover: -22% voor jongeren, -5% voor de kernleefijdsgroep van 25 tot 50 jaar. De loonverdeling is tijdens de crisis waarschijnlijk ongelijker geworden behalve aan de absolute top (salarissen>1 miljoen euro), die een daling ervaart. Het stemt somber voor de toekomst dat het na de crisis van de jaren tachtig acht jaar duurde voordat de werkgelegenheidsgraad in personen het oude niveau bereikte, en in gewerkte uren zelfs 16 jaar. Na 6,5 jaar crisis is de huidige daling minder scherp dan in de jaren tachtig, maar op dat moment was de ontwikkeling opwaarts terwijl ze nu eerder dalend is.

De koopkracht van huishoudens ligt in 2013 gemiddeld 4% lager dan in 2008. Het grootste koopkrachtverlies (10%) doet zich voor in de laagste 10-procentgroep; de top-10% daalt met 6%. Achter deze ontwikkeling gaat een forse daling schuil van de marktinkomens, vooral in het midden van de inkomensverdeling, waar zij oploopt tot bijna een kwart. Huishoudinkomens uit arbeid in de top-10% groeien echter sterk, gemiddeld met €15.000. Deze groei compenseert de daling van vermogens- en ondernemingsinkomen echter niet volledig. Veel van dit verlies aan marktinkomen, maar niet het gehele verlies, wordt goedgemaakt door de herverdeling die plaatsvindt via belastingen en uitkeringen.

Het totale particulier (netto-)vermogen daalt tussen 2008 en 2012 met €150 miljard. Dit is exclusief vermogensbezet in de vorm van opgebouwde pensioeninstellingen. Dat is even groot als het particulier vermogen, en groeit in de eerste vier jaar na de crisis met 140 miljard euro. Vergeleken met de inkomensverdeling is de vermogensverdeling zeer ongelijk. Het aandeel van de top-10% in het totale vermogen neemt toe van 57 tot 61%. De vermogensgroei onder huishoudens met inkomen uit arbeid of uit pensioen is hiervoor verantwoordelijk. Ondernemingshuishoudens aan de top incasseren een verlies van meer dan 3 ton. Relatief veel huishoudens met een hoog vermogen hebben in de statistieken slechts een laag inkomen; nader onderzoek zou moeten bepalen in hoeverre deze situatie reëel is of financiële kunstgrepen weerspiegelt.

In het Tijdschrift voor Openbare Financiën schreef Wiemer Salverda een artikel “Ongelijkheid in en na de financiële crisis”.

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**Start Incompany leergang trainer medezeggenschap**

**Martha Meernan**

This year’s annual conference of AIAS marked the conclusion of a large research programme, Solidarity in the 21st Century. This programme studied the impact of increasing diversity with respect to the ethnic and the age composition of the population on solidarity. It is often assumed that ethnic diversity is detrimental to co-operation, identification, trust and solidarity. As many Western societies are becoming increasingly diverse, this may undermine public support for the welfare state and the willingness of citizens to help each other. The conference focused on the issue of whether (ethnic) diversity and social solidarity are at odds with each other. A number of renowned scholars addressed this question from various scientific perspectives: economics, evolutionary biology, social psychology, political science and philosophy. The conference took place on 25 September in the Amsterdam Wharf, the former building of the Royal North & South Holland Lifeboat Rescue Service.

Various motives for solidarity

In his opening speech, Paul de Beer (AIAS), Henri Polak professor of industrial relations at the University of Amsterdam and leader of the programme Solidarity in the 21st Century, summarized the main findings of the research programme. First, he discussed the various reasons why people may act solidarity. He stressed that there is not one overarching motive for solidarity, but that, in showing solidarity, people are usually motivated by a combination of motives. Solidarity may be partly self-regarding – expecting something in return – and partly other-regarding – wanting to help someone else. It may be partly directed at concrete persons (particularistic solidarity) and partly at anonymous members of a specific group or community (generalized solidarity). These various motives are likely to be affected differently by (ethnic) diversity.

De Beer argued that there is not a simple linear relationship between diversity and solidarity. In general, the various empirical studies that were part of the research project confirmed that there is less solidarity between people belonging to different ethnic groups (out-group solidarity) than between people with identical ethnicity (in-group solidarity). There is also a kind of ethnical hierarchy. For instance, there is more solidarity between native Dutch and people with a Surinamese background than between natives and Turkish and Moroccan Dutch. With respect to the impact of the ethnic heterogeneity of a group or community and the extent of solidarity, De Beer emphasized the ambiguity of the empirical studies. This may be partly due to the fact that it matters a lot at which level one measures heterogeneity. Ethnic heterogeneity at the national level may not have the same effect as heterogeneity at the regional level, the city level or the neighbourhood level. Moreover, the experiments that were performed as part of the research programme, suggest that there may be a curvilinear relationship between diversity and solidarity. The willingness to share with each other appears to be the largest in groups with a minority of natives or non-natives. A fully homogeneous group as well as a balanced group (with equal numbers of natives and non-natives) were characterized by less solidarity than an ‘unbalanced’ group with a minority and a majority.
The evolutionary origin of altruism
Alexander Field, Michel and Mary Orradre Professor of Economics at Santa Clara University, California, explained the evolutionary origins of altruistic behaviour (the term that he preferred to use instead of solidarity). He defined an altruist as an individual who sacrifices health, material welfare, or comfort to benefit another, whether or not he or she receives a warm glow. In biology, altruism means behaviour by an organism that improves the reproductive fitness of another at the cost of reducing the reproductive fitness of self. Many biologists and evolutionary scientists claim that altruism is only possible within the family, since kins share part of their genes. Thus, helping a child or a sibling to survive, also helps in spreading some of your own genes. But altruistic behaviour extends beyond close family relations. Some scholars have tried to explain this by reciprocal altruism. If A at small cost can confer a large benefit on B, then B, being grateful, might return the favour at a subsequent point. However, why wouldn’t a self-regarding B not simply take the initial benefit and run? And, since A should figure this out, why would she initially be willing to incur the small cost (and risk) of helping? Field tries to explain the prevalence of altruistic behaviour by assuming simultaneous processes of selection at the individual level and at the group level. If there is some random variation in the frequency of genes predisposing toward altruistic behaviour, groups characterized by higher frequencies of such genes will likely grow more rapidly. If the groups periodically pool and then re-assort into smaller groups, we reach the apparently paradoxical conclusion that genes losing out in terms of reproductive fitness at every moment of time in every group may nevertheless increase over time in a global population. Thus, the prevalence of altruistic genes and, thus, altruistic behaviour may increase over time.

Trust and prosocial value orientation
Paul van Lange, professor of social psychology at VU University, Amsterdam, discussed the social psychological basis of prosocial behaviour – his term for solidarity. Based on a simple psychological test, individuals can be categorized in three types of social value orientation: prosocial (50-60 per cent of the population), individualistic (20-30 per cent)
and competitive (10-15 per cent). People with a prosocial orientation have a preference for sharing equally with others, individualistic persons are only interested in their own outcomes and competitors attempt to maximize their relative advantage compared to others. Prosocials are willing to sacrifice in close relationships, often smile while talking, are inclined to donate to noble causes and can easily take the perspective of others. Where do differences in social value orientation come from? Social value orientations are partially rooted in different patterns of social interaction spanning from early childhood to young adulthood. The share of prosocials also increases with age. But social value orientations are not only shaped by circumstances, they are also revealed in the selection (or avoiding) of situations. Of first-year psychology students, 57 per cent have a prosocial value orientation, compared to only 36 per cent of economics students. Prosocial orientations appear to be closely related to social mindfulness and (generalized) trust. In its turn, trust is primarily a matter of experience and culture – not of genes. The goal of promoting human cooperation would benefit from the principle that “to gain trust, one has to communicate trust”.

Territorial identity as source of solidarity
Philippe Van Parijs, Chaire Hoover d’éthique économique et sociale, Université catholique de Louvain, Belgium, discussed the philosophical aspects of the relationship between solidarity and diversity. First, he stressed that both solidarity and diversity may have very diverse meanings. According to him, solidarity is something in-between altruism and insurance. If an act is purely altruistic, with no probability of any return, or if it is purely an insurance, in which a return is guaranteed, it should not be called solidarity. Solidarity always includes some element of reciprocity. Diversity, too, is a multifaceted concept. It matters a lot whether one measures diversity by the share of minority groups, by an index of ethnic heterogeneity, such as the often used Herfindahl index, or whether one takes the social distances between ethnic groups into account. Moreover, the scale or level at which diversity is measured, is important. In the second part of his speech, Van Parijs discussed
the relationship between diversity and solidarity. He readily acknowledged that ethnic differences may undermine solidarity. To counter this unfavourable effect of ethnic diversity, he proposed to stress the importance of territorial identities. The more individuals identify with their country and, thus, are willing to support solidarity with their compatriots, the less ethnic diversity within that national community will hurt solidarity.

Why Putnam is wrong
Tom van der Meer, associate professor of political science at the University of Amsterdam, explained a recent overview study, together with Jochem Tolsma, of empirical studies on the effect of ethnic diversity on social cohesion. The famous 1997 study of Robert Putnam in which he claimed that people living in ethnically diverse neighbourhoods tend to ‘hunker down’, has triggered numerous follow-up studies. By ‘hunkering down’ Putnam means that ethnic diversity does not only undermine trust between individuals with a different ethnicity, but also between people from the same ethnic group (the so-called constrict thesis). Of the 90 studies that Van der Meer and Tolsma included in their overview, 26 conformed Putnam’s results, 25 rejected them and 39 were inconclusive or yielded mixed results. This may be partly due to variation in the operationalization of the dependent variable (e.g. trust, social relations, voluntary work) and partly to variation in the type of locality (neighbourhoods, cities, regions, countries). Moreover, Van der Meer stressed the lack of a clear theoretical underpinning of Putnam’s claim. It is important to distinguish between two separate mechanisms, viz. the ethnic composition effect and the ethnic diversity effect. If members of particular ethnic groups tend to trust less than the majority group, then the composition effect will result in less overall trust in an ethnically diverse community. The ethnic diversity effect means that diversity as such undermines trust. In the first case, it is the size of the ethnic out-group that matters, in the latter case it is the extent of diversity. Remarkably, a meta-analysis of the 90 empirical studies does not lend support to either of these mechanisms. On the contrary, ethnic diversity stimulates inter-ethnic trust and inter-ethnic contacts. Ethnic diversity only has a consistent negative effect on intra-neighbourhood social cohesion in American studies and not in Europe. Finally, Van der Meer discussed whether self-selection may affect the outcomes. After all, people may choose whether or not to live in an ethnically diverse neighbourhood. However, controlling for possible self-selection does not alter the outcomes.

A live solidarity experiment
All participants of the conference were asked to bring five euros with them and to donate the money to one of three selected charities. The first one, de Zonnebloem, aims to organize recreational activities for people with a physical disability to prevent social isolation; the second one, Nationaal Ouderen Fonds, promotes the quality of life for elderly people and focuses on combating loneliness; and the third one, UAF, provides (financial) support to highly educated refugees for employment and educational development. Using some background information on the characteristics of the participants (level of education, age, country of origin) we were interested to see if we could identify some patterns. We expected people to be the most solidaristic with their in-group and as such expected the older age groups to donate most money to the elderly, and the people with a Dutch background to donate the least to the refugees. The results were surprising: only one person above the age of fifty donated money to the elderly, and, of the people with a Dutch background, the majority donated their money to the refugees. Overall, the participants turned out be quite solidaristic: the average donation was 6.35 euros per person, which was more than we asked for. In total, we raised €336.85 of which €230.85 has been donated to UAF, €55.30 to the Nationaal Ouderen Fonds and €51.20 to De Zonnebloem. On behalf of both AIAS and the charities we thank the participants for these donations!

The conference was concluded with a panel debate in which Field, Van Parijs and Van der Meer discussed the political consequences of their studies.
CONFERENCES

Summerschool
InGRID project

Organisers: Kea Tijdens, Stephanie Steinmetz and Frank Tros

IAS organized in July 2014 the Summer School ‘Gender Pay Gap Revisited’. Early stage researchers from 14 European countries have shared their research findings in measuring and understanding the gender pay gap. Seniors gave lectures and methodological workshops in PCLabs.


The InGRID project is funded by the European Commission’s 7th Framework Programme and involves 17 European partners. Referring to the EU2020-ambition of Inclusive Growth, the general objectives of InGRID – Inclusive Growth Research Infrastructure Diffusion – are to integrate and to innovate existing, but distributed European social sciences research infrastructures on ‘Poverty and Living Conditions’ and ‘Working Conditions and Vulnerability’ by providing transnational data access, organizing mutual knowledge exchange activities and improving methods and tools for comparative research. This integration will provide the related European scientific community with new and better opportunities to fulfil its key role in the development of evidence-based European policies for Inclusive Growth. See for more information www.inclusivegrowth.be.

Seminar on EU Gender Equality Law
Nuria Ramos Martin

Nuria Ramos Martín, senior researcher at AIAS, made a presentation on ‘Positive Action and Gender Quotas’ and prepared a workshop with case studies on sex discrimination at a seminar on EU Gender Equality Law for members of the judiciary at the Spanish Judicial School in Barcelona on 18-19 September 2014. The seminar was organized by the European Law Academy-ERA, on behalf of the European Commission and with the support of the Spanish Judicial School.
In the Summer of 2013 the great news was received that our EDUWORKS proposal was funded. EDUWORKS is an EU-Funded FP7 Marie Curie Initial Training Network with 12 PhD and 3 postdoc positions. Coordinated by the University of Amsterdam, the EDUWORKS consortium aims to train the next generation of social and information scientists. The Network consists of six partners and eleven associated partners (see the box Partners and Fellows). The Network will run from 2013 to 2017. Key words are labour economics, sociology of occupations, lifelong learning, knowledge management, HRM, occupations, matching, individual, job, education, micro level, meso level, and macro level analysis.

About the project
The objective of the interdisciplinary EDUWORKS Network is to train talented early-stage researchers in the socio-economic and psychological dynamics of labour supply and demand matching processes at aggregated and disaggregated levels. Recent technological innovations have challenged the research of matching processes and have opened totally new perspectives regarding data collection and analysis. Semantic matching technologies combined with widely available information about vacancies, cvs, task descriptions, job requirements, and alike indicate that the project is on the edge of new developments.

EDUWORKS brings together researchers from several academic disciplines. Supply and demand matches at the aggregated national or European labour force levels are widely studied in Labour Economics. Processes of supply and demand matching at the meso-level are studied in Sociology, and deal particularly with the dynamics of occupational boundaries and occupational licensing, educational institutions monitoring the skill demands in local labour markets, and adult individuals considering the future skills needed to ensure their continued employability. At the disaggregated level the person’s demands - ability fit refers to a wide body of knowledge in HRM. Increasing segments of the demand side and the supply side of the labour market are digitized, ranging from job sites and cvs at Facebook and LinkedIn to extensive databases with job descriptions and related skills demands. These developments have led to Knowledge Management and educational challenges in (digitized) matching processes. Specifically, EDUWORKS will focus on matching processes at three levels and on one overarching topic:

- Individual (Micro) level fit between job demands - persons’ abilities
- Meso-level employer demands for occupational skills versus occupational dynamics
- European and national (Macro) level labour supply and demand matches and mismatches
- Knowledge Management for supply and demand matches

Consortium
By bringing these disciplines together in a comprehensive analytics framework and training researchers in its exploitation, we expect to bring about much needed expertise and insight. Scientists and professionals in psychology, economics, and sociology have started to recognize the interdependencies between their fields, with a growing number of publications focusing on interaction and collaboration opportunities. This has led to many exciting new questions and a search for matching models and theories, which are firmly based in each of these disciplines and can thus be expected to create a strong foundation for learning and collaboration. Each domain is managed by a renowned and research active institution. Research and training activities are organised
around these domains. Associate partners provide further resources (applied research, data, training, and industry involvement) and therewith contributing to quality and ensuring the applied relevance of the Eduworks activities.

The consortium has received funding for 12 PhD and 3 postdoc positions. In 2013 the job advertisements for young researchers attracted a lot of attention from the community and high quality submissions from inside and outside Europe were received. At the time of writing, the selection processes had resulted in a marvelous team of 14 young researchers, with one post doc to be recruited in 2015.

Training activities and secondments

The research training programme will equip the early stage and experienced researchers to become (1) an expert in their discipline of research, while having knowledge of cutting-edge technologies in related disciplines; (2) trained in the methodological underpinnings of these investigations; (3) skilled in presenting their results in writing and orally, including communicating the results beyond an academic audience; (4) experienced in designing and managing research projects, including cooperation with the privatesector; (5) aware of ethical issues related to their discipline of research.

The mandatory network-wide training activities fall apart in (1) Meetings and workshops; (2) Courses on research-specific skills; (3) Courses on transferable skills. The meetings and workshops aim at a good functioning of the network. Six project meetings and an online community platform are scheduled within this topic. The courses on research-specific skills include four full-week summer schools and two international workshops. The summer schools will target specifically the multidisciplinary approaches and knowledge. All summer schools will have a dual scheme with the PhDs presenting their work in progress with peer reviews from experienced researchers or members of the scientific committee and classes where experienced researchers and industry representatives teach their newest insights, technologies and research results. Ten courses on transferable skills are scheduled during the lifetime of the project. The first summer school was held in July 2014 in Sopron, Hungary. It was the first time that all fellows and supervisors met in person. The summerschool created a fruitful academic atmosphere. In the years to come, Eduworks will certainly become a platform for dialogue and interaction on new concepts and applications for labour market matching.

Secondments at the sites of full or associate partners are mandatory for all esr/ers in the project. The purpose of the secondments at the sites of the full partners aim to be trained in multidisciplinary approaches, the purpose of the secondments at the sites of the associate partners aim to get acquainted to industry-related practices and to conduct joint research projects as part of the individual research projects. Each secondment requires an alignment with the original research of the participating ESR.

**PARTNERS AND FELLOWS**

The six partners in EDUWORKS are the Central European University, Corvinno Technology Transfer Center, Trinity College of Dublin, University of Amsterdam, University of Salamanca, and University of Siegen. These partners employ the following fellows:

- 2 PhD positions in Human Resource Management-Organizational Behavior (University of Amsterdam)
- 1 PhD position in Learning Analytics (University of Amsterdam)
- 2 Postdoc positions in Sociology of Occupations (University of Amsterdam)
- 2 PhD positions in Lifelong Learning (Trinity College Dublin)
- 4 PhD positions in Labour Economics (Central European University/University of Salamanca)
- 3 PhD positions in Knowledge Management (Corvinno/Corvinus University of Budapest/University of Siegen)

EDUWORKS has eleven associated partners, notably Aristotle University of Thessaloniki (AUT), Central European Labour Studies Institute (CELSI), Corvinus University of Budapest (CUB), Ericsson, European Distance and E-Learning Network (EDEN), European Foundation for the Improvement of Living and Working Conditions (EUROFOUND), GITP, Netpositive, Randstad Holding, University of Alicante (UAL), and Wageindicator Foundation. More partners are expected to join.
Four thematic Work Packages

The research methodologies and approaches vary across the four thematic and three Management, Training and Dissemination Work Packages. The methodological approaches predominantly relate to the research level at hand. EDUWORKS explicitly aims at training research methods used in one WP to the researchers in other WPs. Here we will briefly summarize the thematic WPs.

In WP2 – the micro-level - the methodological approaches to investigate the fit dynamics between the individual with a given skills set and the skill requirements of a job and the associated transitions in Lifelong learning are based on qualitative interviews to determine the content of the job performance and knowledge domains for particular jobs, and on quantitative surveys and secondary data, employing analytical techniques such as qualitative content analysis, cluster analysis, structural equations modelling, and others to analyse the data. The associate partners Ericsson, Randstad and grrp will supply these data for the purposes of the project.

In WP3 – the meso-level – the methodological approaches to investigate the clustering of job titles into occupations and the industries’ skills need for a given set of occupation are based on survey data, among others unique data from a multi-country web survey that includes jobholders’ frequency and skill ranking in their occupations, using specific task sets for more than 400 occupations. It employs analytical techniques such as cluster analyses, among which interrater agreement models, and regression models for binary and continuous variables. The data will become available through the associate partner WageIndicator Foundation. Within the WP A1AS hosts two post docs, one for the project ‘Identifying companies’ skill needs’ and one for the project ‘he dynamics underlying the division of tasks into occupations’.

WP4 – the macro-level – the methodological approaches to investigate European supply and demand matching will focus on statistical multilevel analyses of large-scale European microdatasets, such as the European Labour Force Survey and the European Working Conditions Survey, and on the Eu-

ropean-wide aggregated jobs dataset developed by associate partner Eurofound.

WP5 – the knowledge base – focuses on the Knowledge Management issues related to matches and mismatches in labour supply and demand, which includes ontology engineering, big data analytics representation, employment data management by matching job roles to educational competencies, and developing a web-based multi-country and multi-level occupational information system.

More info www.eduworks-network.eu
Loonfatsoen
Redactie: Margo Trappenburg, Wout Scholten, Thijs Jansen

Margo Trappenburg (ex aias) en Wout Scholten (ex aias) redigeerden samen met Thijs Jansen (stichting Beroepseer) een bundel over bruto lonen in Nederland, onder de titel Loonfatsoen.

Eerlijk belonen of graaicultuur? De bundel opent met een bijdrage van Paul de Beer die de bruto loonontwikkeling in Nederland in historisch en internationaal vergelijkend perspectief plaatst en de vakbeweging oproept om zich specifieker met loonverschillen bezig te houden. Trappenburg en Scholten beschrijven de resultaten van hun Q-sort onderzoek naar opinies van mensen over rechtvaardig belonen (eerder verschenen als Aias paper). De bundel bevat verder bijdragen van SEO economen Heyma en Berkhout, interviews met verschillende beroepsbeoefenaren over hun loon, observaties van een dag uit het leven van een verpleegkundige, een ziekenhuisdirecteur en een wijkagent gekoppeld aan beschouwingen over hun loon, een briefwisseling tussen een docent en een schooldirecteur over hun loon en hoofdstukken over rechtvaardig belonen onder accountants, organisatieadviseurs en bankiers. In het slot hoofdstuk breken politiek filosoof Pieter Pekelharing (UvA) en Margo Trappenburg een lans voor herwaardering van (een variant op) de Tinbergen norm.

Loonfatsoen is het zesde boek in de serie over beroepseer. Eerder verschenen onder meer Beroepstrots (tweede druk 2010), Gezagsdragers (2012) en Het alternatief (tweede druk 2014).

Ondernemingsraad en pensioen

Sybren H. Kuiper en Robbert H. van het Kaar

Ondernemingsraden hebben zeggenschap over de arbeidsvoorwaarde pensioen. Dit is geregeld in de WOR en de Pensioenwet. De regeling in de WOR kent echter onduidelijke termen en is inconsistent in haar onderscheid tussen pensioenuitvoerders. De regeling in de Pensioenwet is op onderdelen door ondernemingsraden niet af te dwingen. De auteurs bespreken het geldend recht, laten zien waar dit tekortschiet en stellen een alternatief voor met als uitgangspunten: i. maak geen onderscheid tussen pensioenuitvoerders; ii. concentreer zeggenschap op de arbeidsvoorwaarde pensioen, maar heb oog voor de invloed en effecten van uitvoeringsaspecten; en iii. regel zeggenschap compact en overzichtelijk in één wet.
How do you help people find a job?

Fit or Unfit. A theory based approach for the evaluation of re-employment programmes

Els (C.C.A.M.) Sol, Kees (K.) Kok

If the objective of creating a labour market with opportunity for unemployed is to be achieved through re-employment programmes, understanding the mechanisms and conditions at work is essential.

This new book is a most comprehensive attempt to evaluate how re-employment programmes for the unemployed tackle worklessness. Following ‘Realistic Evaluation’ the authors focus on theories in use behind re-employment programmes by different commercial companies. During two years re-employment services delivered to a thousand unemployed with a distance from the labour market were monitored by frontline workers on a weekly basis. Based on ample analyses the authors present an outline of a theory of re-employment programmes. Two dominant business strategies to help unemployed find a job emerge. One business strategy uses a broad range of instruments for a large group of clients with a job brokerage strategy which consists of internships, work experience and on trial placements. This strategy focuses on gaining trust and on the provision of information about the unemployed person to potential employers in a face-to-face relationship. The other business strategy selects at the start of the programme clients based on their job opportunities and offers the more easy-to-employ mainly classic employment services such as job application training and training in how to look for vacancies in order to prepare them asap for a match with an employer.

Avoiding a prolonged period of jobless growth

Paul de Beer

In a chapter for the book Making progressive politics work of Global Progress, the Wiardi Beckman Stichting and Policy Network, Paul de Beer argues for a more effective policy to fight unemployment in the short and medium term. This policy might include worksharing and a shift of the tax burden from work to polluting activities and from low to high income groups. See for more information www.policy-network.net.
Hyper-mobile migrant workers and Dutch trade union representation strategies at the Eemshaven construction sites

In Economic and Industrial Democracy, 18 June 2014, online
Lisa Berntsen and Nathan Lillie

The EU regulatory regime and employers’ cross-border recruitment practices complicate unions’ ability to represent increasingly diverse and transnationally mobile workers. Even in institutional contexts where the industrial relations structure and labour law are favourable, such as the Netherlands, unions struggle with maintaining labour standards for these workers. This article analyses Dutch union efforts to represent hyper-mobile construction workers at the Eemshaven construction sites. It shows that the nexus of subcontracting, transnational mobility, legal insularity and employer anti-unionism complicate enforcement so that even well-resourced unions can, at best, improve employment conditions for a limited set of workers and only for a limited period of time. See for more information: http://eid.sagepub.com/content/early/2014/06/18/0143831X14537357.abstract

Institutions, employment insecurity and polarization in support for unemployment benefits

In Journal of European Social Policy, October 2014, volume 24 no. 4, 367-382
Marii Paskov and Ferry Koster

In this paper we discuss how public provision of social protection in terms of job security and income might motivate the subjectively secure and insecure workers in different ways and thereby polarize or unite support for unemployment benefits. Using data from the European Social Survey (2008) we find that protection of temporary job contracts and generous unemployment benefits bring the attitudes of the subjectively secure and insecure workers closer together. We argue that the convergence of attitudes can be explained by the distribution of underlying social risks and existing social norms about solidarity. See for more information http://esp.sagepub.com/content/24/4/367.abstract.

Letter-box companies and abuse of the posting rules
ETUI policy brief, 5/2014

Jan Cremers

In Letter-box companies and abuse of the posting rules: how the primacy of economic freedoms and weak enforcement give rise to social dumping Cremers describes how the primacy of economic freedoms has negatively affected the application of EU social security rules and the working conditions of posted workers. He discusses the legal ambiguities accompanying the notion of ‘genuine undertakings’ citing recent cases of abuse of the freedom of establishment through the spread of letter-box companies: ‘the freedom of establishment has created an industry of incubators able to deliver ready-made companies whose sole purpose is to circumvent national regulations, labour standards and social security obligations’. He recommends to ‘create firm regulations that define the real and genuine undertaking and to implement liability schemes’ and advocates closer cross-border cooperation among labour inspectorates. Go to the website www.etui.org/Publications2/Policy-Briefs/European-Economic-Employment-and-Social-Policy/Letter-box-companies-and-abuse-of-the-posting-rules-how-the-primacy-of-economic-freedoms-and-weak-enforcement-give-rise-to-social-dumping to download the ETUI policy brief 5-2014.
**Improving web survey quality – Potentials and constraints of propensity score adjustments**

*In Mario Callegaro et al (eds.) ‘Online Panel Research: A Data Quality Perspective’*

Stephanie Steinmetz, Annamaria Bianchi, Kea G. Tijdens, Silvia Biffignandi

The chapter evaluates the efficiency of propensity score adjustments (PSA) and the power of webographic variables in adjusting biases arising from non-randomized sample selection. The analysis is based on samples of the Dutch WageIndicator web survey and the LISS panel for 2009. The findings show that with the availability of an accurate probability-based reference survey the application of PSA can help reducing biases in volunteer samples, whereas the inclusion of webographics – at least in the case of wages - did not lead to the expected improvements.


**Should I stay or should I go? The impact of working time and wages on retention in the health workforce**

*In Human Resources for Health. 2014, DOI: 10.1186/1478-4491-12-23*

Stephanie Steinmetz, Daniel H. de Vries & Kea G. Tijdens

While most studies on health workforce turnover have focused on the influence of individual and organizational factors on an employee’s intention to quit, this paper focuses on the influence of working-time and wage-related characteristics on an employee’s intention to stay. Using data from the WageIndicator web survey to estimate health care employee’s intention to stay for Belgium, Germany and the Netherlands the findings show that both factors groups are important determinants for employee’s intention to stay. In particular it can be concluded that besides higher wages, attention to working time - including overtime hours, working part-time, and commuting time - and wage satisfaction are suitable strategies in managing health workforce retention. See for the publication the website [www.human-resources-health.com/content/12/1/23](http://www.human-resources-health.com/content/12/1/23).

**Innovation and quality in web-based data collection**

*In International Journal of Internet Science, 2014, 9 (1), 64–71*

Stephanie Steinmetz et al.

With the growing importance of web-based data in the social and behavioral sciences, WEBDATANET was established in 2011 as a COST Action (IS 1004) to create a multidisciplinary network of web-based data collection experts. The aim was to synthesize knowledge regarding methodological issues of web-based data collection, and foster its broader scientific usage. In the last three years WEBDATANET has grown into a multidisciplinary European network of more than 190 experts establishing a unique research forum which contributes to the theoretical and empirical foundations of web-based data collection. It has also developed innovative research agendas as well as promoted web-based data usage through teaching activities and research exchanges. Go to the page [www.ijis.net/ijis9_1/ijis9_1_index.html](http://www.ijis.net/ijis9_1/ijis9_1_index.html) for the publication.
WP 149
Reviewing the measurement and comparison of occupations across Europe
Kea G. Tijdens
This paper was written for the In-GRID - Inclusive Growth Infrastructure Diffusion – project. It provides a review of the measurement of occupations in surveys in Europe and specifies how occupations are measured in web surveys. Next, it outlines the methodology currently used to test the comparability of the job content and skill requirements in occupational titles. It also details the results of the validation efforts, including the design of a project to measure occupations on a global scale.

WP 147
Why Dutch women work part-time: A Oaxaca-decomposition of differences in European female part-time work rates
Nick deSchacht, Kea G. Tijdens
We analyze differences in female part-time work rates across countries using European Social Survey data for 2012 to study composition and selectivity effects by means of Oaxaca-decompositions. A novel treatment of the selection term distinguishes the effect of country differences in employment rates from the effect of pure selectivity. We find that demand-side factors are more important than supply-side factors in explaining differences in part-time work rates, that overall composition effects are small and that employment positively selects women into part-time work.

WP 146
National Labour Rights for Women
Janna Besamusca, Kea G. Tijdens
This report, published in the Labour Rights for Women project, focuses on the most important labour rights that women workers should be able to rely on in twelve countries (Egypt, Guatemala, India, Indonesia, Kenya, Mozambique, Pakistan, Paraguay, Peru, South Africa, Tanzania and Uganda). The report outlines the legislation that is crucial for decent work and provides brief country reports. We do so in the firm belief that in order to improve working conditions on the ground, one must start from awareness of already codified rights.

WP 148
Werkgeverskeuze en Pensioen: Een Institutionele Analyse
Natascha van der Zwan
In dit paper wordt onderzocht hoe de institutionele omgeving van het Nederlandse pensioenstelsel van invloed is op werkgeversvoorkeuren met betrekking tot het aanvullend pensioen. Beginpunt van deze analyse is de observatie dat het aantal pensioenfondsen in 20 jaar tijd enorm is afgenomen, voornamelijk onder ondernemingspensioenfondsen. Deze ontwikkeling suggereert dat ondernemingspensioenfondsen minder aantrekkelijk zijn geworden voor werkgever dan andere pensioenuitvoerders als bedrijfstakspensioenfondsen of verzekeraars. Omdat het liquideren van een ondernemingspensioenfonds een keuze is van de werkgever, biedt de afname van deze fondsen een goede mogelijkheid om veranderende werkgeversvoorkeuren met betrekking tot pensioen te bestuderen. Het paper toont aan dat wet- en regelgeving de belangrijkste determinant is van werkgevers’ keuzes voor een nieuwe pensioenuitvoerder. De markt voor aanvullende pensioenen en het arbeidsvoorwaardenvoerleg zijn van invloed op de selectie van een nieuwe pensioenuitvoerder en de omvang van transactiekosten. Hoewel de verplichte elementen uit het Nederlandse pensioenstelsel beperkingen opleggen aan de keuzevrijheid voor werkgevers, laten deze laatste elementen ook ruimte voor maatwerk en diversiteit.
WP 144
Does desire for social status promote solidarity?
Investigating the role of egalitarian versus inequalitarian societal contexts
Marii Paskov
Research has shown that solidarity – contributions to the wellbeing of others – is often rewarded with social status. This can give people motivation to help others. However, the reputational gains resulting from solidarity can differ across societies. This study is based on the European Social Survey combining individual-level data from 27 countries over the period of 2002-2012. The results of this study suggest that helping others is related to more reputational gains in egalitarian contexts as compared to inequalitarian contexts.

WP 145
Labour-market institutions and the dispersion of wage earnings
Wiener Salverda, Danielle Checchi
Considering the contribution of the distribution of individual wages and earnings to that of household incomes we find two separate literatures that should be brought together, and bring ‘new institutions’ into play. Growing female employment, rising dual-earnership and part-time employment underline its relevance. We discuss the measurement of wage inequality, data sources, and stylized facts of wage dispersion for rich countries. The literature explaining the dispersion of wage rates and the role of institutions is evaluated, from the early 1980s to the recent literature on job polarization and tasks as well as on the minimum wage. Distinguishing between supply-and-demand approaches and institutional ones, we find the former challenged by the empirical measurement of technological change and a risk of ad hoc additions, without realizing their institutional preconditions. The institutional approach faces an abundance of institutions without a clear conceptual delineation of institutions and their interactions. Empirical cross-country analysis of the correlation between institutional measures and wage inequality incorporates unemployment and working hours dynamics, discussing the problems of matching individuals to their relevant institutional framework. Minimum wage legislation and active labour market policies come out negatively correlated to earnings inequality in US and EU countries.

WP 143
Big Data and virtual communities: methodological issues
Mª Rocío Martínez-Torres, Sergio L. Toral, Nicoletta Fornara
Virtual communities represent today an emergent phenomenon through which users get together to create ideas, to obtain help from one another, or just to casually engage in discussions. Their increasing popularity as well as their utility as a source of business value and marketing strategies justify the necessity of defining some specific methodologies for analyzing them. The aim of this paper is providing new insights into virtual communities from a methodological viewpoint, highlighting the main trends and challenges.

WP 142
Skills and occupational needs: labour market forecasting systems in Italy
Giovanni Castiglioni, Kea G. Tijdens
The development of forecasting systems for occupational needs represents, for different actors, such as enterprises, employers’ associations, trade unions, an opportunity to receive information and to anticipate labour market trends. The paper gives an overview of the initiatives carried out in Italy to collect information on skill projections and the needs of the labour market through a deepening of the main surveys and initiatives for occupational needs analysis and labour market forecasting adopted in the Italian context from the 1980s until today.
In a combined report Paul de Beer and Wiemer Salverda discuss the relevance of Thomas Piketty’s extremely successful book *Capital in the Twenty-First Century* for the Netherlands. What can social democrats learn from Piketty.

In a paper which originally appeared in the Dutch journal Socialisme & Democratie, Paul de Beer discusses the lessons that can be learned from Piketty’s analysis for social democratic policies. De Beer notices that, despite the thorough and thought provoking analysis of Piketty of the large movements of wealth and capital income over time, he neglects an important element. Capital is not only a source of wealth and income but also an important instrument of control over the means of production. Thus, an important question that is left unanswered by Piketty’s analysis is to what extent the concentration of capital has resulted in a concentration of economic power and a tilting of the power balance from labour to capital. Nevertheless, the enormous success of Piketty’s book shows that there is still a large demand for broad economic analyses which try to uncover the basic laws of modern capitalist economies.

**The figures: inequality in the Netherlands, too**

Salverda gives a state of the art of wealth inequality in the Netherlands, based on the most recent figures. In this way he tries to answer the question to what extent Piketty’s analysis – which focuses on France, the UK and the US — is also applicable to the Netherlands. Salverda shows that the capital-income ratio has increased in the Netherlands, too, although in recent years it has declined slightly. Nevertheless, the size of this ratio is comparable to the ratio in France and larger than in the UK. The concentration of capital is extremely strong. The 10 per cent richest households hold 61 per cent of total wealth. Just as in many other countries, the income share of top incomes has also increased, although to a lesser extent than in the US. Salverda concludes that Piketty’s analysis is als highly relevant for the Netherlands.
CLR-News - 2014 - issue 1 and 2

The quarterly CLR-News (ISSN 1997-1745) acts since the start in 1993 as an organ of information and debate on labour and employment in construction. From 2001 on the issues of CLR-News are available as PDF file on www.clr-news.org under publications.

CLR-News (1-2014) Energy saving construction was dedicated to the themes that were discussed at a European workshop in November 2013, dedicated to ‘sustainable building’. A sustainable company is a company that combines social and environmental goals with long-term investment. And in such company a balance of interests has to be found between different stakeholders like the owners, the management, the workforce, the local and regional community and dependent suppliers and subcontractors.

The subject articles in CLR-News (2-2014) The lives and work of migrant workers give insightful information on the lives and work abroad of migrants. Based on talks with construction workers a glimpse can be gained into the work and time pressure to which migrant workers are exposed. The contributions also illustrate their motives and the struggle to survive.

Collective Bargaining Newsletter March - August 2014

AIAS researchers Jan Cremers (editor) and Janna Besamusca produce the monthly Collective Bargaining Newsletter in cooperation with the ETUI. It can be found on the AIAS and ETUI websites. All files are archived online www.cbnarchive.eu

The Newsletter presents up-to-date and easily accessible first-hand information on collective bargaining developments across Europe to practitioners, policy-makers and researchers. It includes short summaries of bargaining developments with links to records that provide more detailed background information. In order to ensure that the information presented is as comprehensible as possible the AIAS research team utilizes a number of different sources. These include the thorough investigation of all relevant (inter)national press agencies on a weekly basis and the use of an extensive network of contacts within the European trade union movement and beyond. Geographically, the Collective Bargaining Newsletter covers all the 28 EU member states plus Iceland, Liechtenstein, Norway, Serbia, Switzerland and Turkey.

University of Amsterdam

Amsterdam Institute for Advanced labour Studies

Zeggenschap - 2014 - 25e jaargang nummer 1 en 2

AIAS-medewerkers schrijven regelmatig voor het kwartaalblad Zeggenschap over arbeidsverhoudingen. Paul de Beer heeft een vaste column en Kea Tijdens en Maarten van Klaveren verzorgen de Loonwijzer-rubriek. In het eerste nummer een bijdrage van Jan Cremers over schijnconstructies in het internationale wegtransport en van Paul de Beer met een balans van dertig jaar poldermodel.
Regularly, AIAS researchers appear in the Dutch and international media to comment on recent societal developments and to present the outcomes of AIAS studies. In this section, we give a brief selection of the most interesting or noteworthy media appearances.

**Column in FD newspaper**
**Paul de Beer**
Every four weeks, Paul de Beer writes a column for the newspaper *Het Financieele Dagblad* (FD), in which he attempts to shed some new light on current socio-economic issues. For instances, in the preceding months, he wrote contributions on the intended reform of the tax system, on the potential for economic growth, on predistribution as an alternative for redistribution and on the merits of the ‘participation society’.

**Why the Dutch pension system is not a role model for the UK**
**David Hollanders**
The UK should not look to the Dutch when thinking about how to improve pension policy, argues David Hollanders. Suboptimal governance, high costs and decreasing benefits has characterised the Dutch system of late. Nevertheless, the Dutch system serves as a good example for why collective action is a necessary antidote against deregulated financial institutions. Please visit the website http://blogs.lse.ac.uk/politicsandpolicy/dutch-pension-system-uk/ for the full article.

**Veilig werken aan sportevenement**
**Column Jan Cremers (AIAS) - Website OneWorld Research, NCDO onderzoeksgroep**

**Asset inequality and taxation in the Netherlands**
**Wiemer Salverda**
In a Dutch radio programme Wiemer Salverda took part in a discussion on the paper ‘Eerlijke belasting, gelijke kansen’ (fair taxation, equal opportunities). Please visit the website www.dropbox.com/s/ka-zxcmes7nouzpk/MHOOM_20140602 - Wiemer Salverda.mp3 for the broadcast.

**Social Europe is an illusion**
**Paul de Beer**
Although recently many pleas for a social Europe have been expressed, there is no coherent concept of a social Europe that is both desirable and feasible, Paul de Beer argues in an article for the monthly *Socialisme & Democratie* and in an op-ed in the newspaper *NRC Handelsblad* of 16 April. Whoever advocates a social Europe, pleads for an illusion. He concludes that the best way to move forwards towards a social Europe is to let social policy remain a purely national competence, in which the EU should not interfere.
WHAT CAN AIAS OFFER YOU

AIAS is an institute for multidisciplinary research and teaching at the University of Amsterdam. Founded in 1998, it brings together the University’s expertise in labour studies from the Faculties of Law, Social and Behavioural Sciences, Economics and Business, and Medicine.

AIAS’ mission is to strengthen its position as a leading academic centre in the field of labour studies in the Netherlands and abroad, fostering its acclaim as an attractive partner for international cooperation in research and teaching. Our threefold task is to perform and facilitate research aimed at developing, empirically testing and applying theories that can explain the working of labour markets, labour relations and organisations, and social and labour policies in an internationally comparative perspective. We maintain and further develop multidisciplinary teaching programmes concerning these issues and provide expertise to society by supplying analytical tools, results and data to enlighten policy making in the field of labour and to contribute to the intellectual and public debate on labour, employment and social policies.

Research
AIAS research focuses on the analysis of labour markets, social security and governance. It combines various disciplinary approaches along three perspectives: Societal regulations & coordination of markets, Individual transactions in markets and Societal and individual effects. Some of our research programmes we are involved in:

- GINI Growing Inequalities’ Impacts
- Solidarity in the 21st Century
- Flex Work Research Centre
- WageIndicator
- Free Choice in Pensions

Teaching
One of the objectives of AIAS is to develop multidisciplinary education programmes for professionals in cooperation with various partners within and outside the university.

AIAS does not provide regular courses, but can develop specific (in-company) courses in the field of labour, income, welfare state, inequality and institutions on demand. Previously AIAS organised courses in cooperation with De Burcht, Clingen-dael, MKB Nederland, GBIO and Gemeente Amsterdam. If you are interested in organizing a course, please contact Martha Meerman (m.g.m.meerman@uva.nl) or onderwijs-aias@uva.nl.

Social involvement
Annually AIAS organizes conferences about ongoing research and current trends. Furthermore, several (lunch) seminars and workshops take place during the year, offering interesting opportunities for the exchange and deliberation of research on labour issues from all over the world. AIAS has a major collection of academic socio-economic data in the field of labour relations, labour organizations, employment and working conditions in the Netherlands and abroad. AIAS and its staff contribute to society on many subjects, for different audiences and in varying formats (articles, books, reports, interviews, presentations etc...). The AIAS Working Paper, the ‘Labour markets and industrial relations in the Netherlands’ and the GINI Discussion Paper series also addresses a great variety of topics.

University of Amsterdam
Amsterdam Institute for Advanced labour Studies
The researchers of AIAS study labour issues from different perspectives. This leads to a substantial enrichment and broadening of the research on the role and importance of labour in society. Below a short description of the AIAS projects.

**Activating States**
Fundamental shifts in the governance and content of unemployment insurance. Binnen het onderzoeksprogramma is onderdeel Activating States een relatief beperkt onderzoeksproject. Het onderzoek heeft tot doel om de ontwikkeling in de uitvoering van de dienstverlening aan werkzoekenden in Nederland in de tijd te analyseren en te vergelijken met die in Groot Brittannië en Australië. Ook wordt in internationaal perspectief de impact onderzocht van de managementkeuzes en strategieën van eerstelijnsuitvoerenden op de mogelijkheden van beleidsmakers om te sturen op een meer geïndividualiseerde dienstverlening via prestatietargets en managementcontracten.

**Commissioned by:** Instituut Gak
**AIAS coordinator:** Dr. Els Sol
**AIAS researchers involved:** Dr. Els Sol
**Period:** 2006 – 2015
**www.activatingstates.org/5**

**BARSORIS: Bargaining for Social Rights at Sectoral Level**
The project BARSORIS aims to conduct a comparative study of social partners’ experiences with improving the social rights of precarious/vulnerable workers through collective bargaining and social dialogue in seven EU countries: Denmark, Germany, Italy, the Netherlands, Slovakia, Spain and the United Kingdom.

**Commissioned by:** EC DG Employment
**AIAS coordinator:** Prof Maarten Keune
**AIAS researchers involved:** Dr Nuria Ramos Martin, Prof Maarten Keune
**Period:** 2013 – February 2015
**www.uva-aias.net/BARSORIS**

**Collective Bargaining newsletter**
This monthly newsletter presents up-to-date information on collective bargaining developments across Europe since February 2008. All newsitems since 2008 are collected in an archive.

**Commissioned by:** ETUI-REHS
**AIAS coordinator:** Jan Cremers
**AIAS researchers involved:** Jan Cremers, Janna Besamusca
**Period:** 2008 – continued
**www.uva-aias.net/102#collective_barg www.cbnarchive.eu**

**EDUWORKS**
The objective of EDUWORKS is to train talented early-stage researchers in the socio-economic and psychological dynamics of the labour supply and demand matching processes at aggregated and disaggregated levels.

**Commissioned by:** EU - FP7 - Marie Curie Actions - Initial Training Networks (No. 608311)
**AIAS coordinator:** Prof. Kea Tijdens
**AIAS researchers involved:** Dr Pablo de Pedraza, Dr Stefano Visintin
**Period:** 2013 – 2017
**http://eduworks-network.eu/pages/home**

**EIRO**
Coördination Dutch contribution in the European Industrial Relations Observatory (EIRO).
EIRO is a European database on industrial relations, working conditions and restructuring, containing information on both the 28 participating countries and cross country comparison on a wide range of subjects.

**Commissioned by:** Eurofound
**AIAS coordinator:** Dr. Robbert van het Kaar
**AIAS researchers involved:** Dr. Robbert van het Kaar and Dr. Marianne Grunell
**Period:** 2005 – continued *)
**www.eiro.eurofound.ie/
Employment in the Netherlands
This website contains concise information on individual and collective labour law in the Netherlands, updated at least once a month.
Commissioned by: XpertHR
AIAA coordinator: Dr. Robbert van het Kaar
Period: 2009 – continued
www.xperthr.co.uk/

Equalsoc Network of Excellence
Economic change, social inequality and social cohesion in the knowledge economy
Commissioned by: EU FP6

European Restructuring Monitor
The European Restructuring Monitor (ERM) contains detailed information on all major restructuring announcements made by firms in the EER-countries. The info is synthesized into comparative reports.
Commissioned by: EUROFOUND
AIAA coordinator: Dr. Robbert van het Kaar
AIAA researchers involved: Prof. Wiemer Salverda
Period: 2003 - continued
www.eurofound.europa.eu/emcc/

Flexworkresearch Knowledge Center
Website database of publications on temp work.
Independent research into all sorts of agency work and other flexible workforce solutions. The website provides a comprehensive overview on research in the domain of agency work. The collection of studies and research includes especially the following topics:
Private Employment Agencies and other forms of flexible work
Flexible forms of contract and personnel supply services
Labour market and labour law developments, legislation and governance in the European countries
The Flexicurity debate on the national and international level
Selected public affairs topics that directly affect the private employment agency industry
Commissioned by: ABU, joint with HSI
AIAA coordinators: Dr. Els Sol, Sean Stevenson MSc.
AIAA researchers involved: Prof Wiemer Salverda, Prof. Paul de Beer, Dr David Hollanders, Dr Natascha van der Zwan, Mr Sijbren Kuiper
Period: 2003 – continued
www.flexworkresearch.org

Free choice of pensions
A broader choice of pensions can lead to a more efficient execution.
Commissioned by: Instituut Gak
AIAA coordinators: Prof. Paul de Beer, Prof. Wiemer Salverda
AIAA researchers involved: Prof Wiemer Salverda, Prof. Paul de Beer
Period: 2011 - 2014

iNGenBar
Intergenerational Bargaining: towards integrated bargaining for younger and older workers in EU countries. This project co-ordinates new research from six EU-countries: FR, DE, IT, NL, SWE, UK. The objective to develop and disseminate expertise in the field of collective bargaining and social dialogue to improve simultaneously YOUth employment for younger and older workers in Europe.
Commissioned by: EC DG Employment
AIAA coordinators: Dr Frank Tros, Prof. dr. Maarten Keune
AIAA researchers involved: Dr Frank Tros, Prof Maarten Keune
Period: 2013 - 2014
www.intergenerationalbargaining.eu
**InGRID**
InGRID aims to integrate and innovate existing, but distributed European social sciences research infrastructures on ‘Poverty and Living Conditions’ and ‘Working Conditions and Vulnerability’.

Commissioned by: EU FP7 Research Infrastructures (No. 312691)
AIAS Coordinator: Prof. Kea Tijdens

AIAS researchers involved:
Prof. Kea Tijdens, Dr. Stephanie Steinmetz

Period: 2013 – 2017
https://inclusivegrowth.be/
www.kuleuven.be/eu/capacities/

**INTREC**
INTREC – INDEPTH Training and Research Centres of Excellence

Commissioned by: EU - FP7

AIAS coordinator: Dr. Joke Haafkens
AIAS researchers involved: Dr. Joke Haafkens

Period: 2012 – 2015
www.intrec.info/

**Labour rights for women**
The project aims to increase awareness of women’s labour rights as laid down in national legislation and collective agreements with regards to combining work and motherhood, equal rights, equal pay, decent working conditions, and measures against workplace sexual harassment in 15 developing 15 countries.

Commissioned by: Ministry of Foreign Affairs (Netherlands), FLOW activity (No 23643)

AIAS coordinator: Prof. Kea Tijdens, Janna Besamusca

Period: 2012 – 2016
www.wageindicator.org/main/
Wageindicatorfoundation/projects/labour-rights-for-women

**LAD project**
Project working pressure medical specialists

Commissioned by: LAD, OMS, NVZ

AIAS coordinator: Dr. Joke Haafkens
AIAS researchers involved: Dr. Joke Haafkens, Claire Hoogenhout

Period: 2013 - 2014

**Loonwijzer**
See Wageindicator.

**Pathways to work research programme (RVO)**
This research programme aims to strengthen academic research into reintegration services in direct interaction with the reintegration field.

Commissioned by: Instituut Gak
AIAS coordinator: Dr. Els Sol
AIAS researchers involved: Dr. Els Sol.

www.verbeteronderzoek.nl

**SEEurope (vh Kaar)**
Research network on worker participation and company law, covering subjects like employee board level representation, cross border mergers, and European companies.

Commissioned by: ETUI
AIAS coordinator: Dr. Robbert van het Kaar

Period: continued
www.worker-participation.eu/

**Solidarity in the 21st century**
Solidarity in the 21st century: aging, immigration and solidarity

Commissioned by: Instituut Gak

AIAS coordinator: Prof. Paul de Beer
AIAS researchers involved: Prof. Paul de Beer, Dr Dorota Lepianka, Dr Maarten Berg, Drs. Laurens Buijs, Merle Zwiers

Period: 2009 – 2014
www.solidariteit.info
**WageIndicator**

WageIndicator Foundation operates websites in 80 countries. Each website consists of three pillars: pay, labour law, and career, all providing job-related content, labor law, minimum wage information, and a free Salary Check presenting average wages for occupations, derived from the continuous web survey posted on all websites.

**Commissioned by:** several funders  
**AIAS coordinator:** Prof. Kea Tijdens

**WEBDATANET**

WEBDATANET, Web-based data-collection – methodological challenges, solutions and implementations, is a unique multidisciplinary European network bringing together leading web-based data collection experts, (web) survey methodologists, psychologists, sociologists, linguists, media researchers, Internet scientists, economists and public opinion researchers from 31 European countries plus USA, Brazil and Russia.

**Commissioned by:** European Science Foundation, COST European Cooperation in Science and Technology (No IS1004)

**AIAS coordinator:** Prof. Kea Tijdens  
**AIAS researchers involved:** Dr Pablo de Pedraza, Dr. Stephanie Steinmetz, Prof. Kea Tijdens  
**Period:** 2011 – 2015  
www.cost.esf.org/domains_actions/isch/Actions/IS1004

**WICARE**

WICARE, WageIndicator support for bargaining in the social services, aims to improve trade union information on wages and working conditions in the social services sector across Europe.

**Commissioned by:** European Commission, Social Dialogue programme (No VS/2013/0404)  
**AIAS coordinator:** Prof. Kea Tijdens

**WITA GPG**

With innovative tools against gender pay gap.

**Commissioned by:** European Commission, PROGRESS  
**AIAS coordinator:** Prof. Kea Tijdens  
**AIAS researchers involved:** Paulien Osse, Prof. Kea Tijdens  
**Period:** 2014 – 2016

**YOUnion**

Union for youth project. Main coordinator is ADAPT (Italy), prof. dr. Maarten Keune (AIAS) is scientific coordination of this study. YOUnion aims at analyzing the issues of youth participation in trade unions in seven countries: Belgium, Germany, Hungary, Italy, the Netherlands, Spain and the United Kingdom.

**Commissioned by:** EC DG Employment  
**AIAS coordinator:** Prof. dr. Maarten Keune  
**AIAS researchers involved:** Prof Maarten Keune, Dr Frank Tros  
**Period:** 2013 - 2014  
http://adapt.it/younion/abstract.html
Data section at AIAS website

AIAS has a major collection of academic socio-economic data in the field of labour relations, labour organizations, employment and working conditions in the Netherlands and abroad.

The DATA section of the AIAS website presents information about 10 data collections of AIAS, namely:

**Collective Bargaining Newsletter**
The monthly Collective Bargaining Newsletter is produced by AIAS in cooperation with the ETUI and can be found on the AIAS and ETUI websites. The Newsletter includes additional links to records that provide background information. Since June 2013 all files are integrated in an online archive www.cbnarchive.eu.

**DUCADAM database**
Database of Collective Agreements in the Netherlands. The database is based on the 'FNV CAO-Database' and contains detailed information on collective labour agreements concluded in the Netherlands.

**Flex Work Research Centre** (FWRC) is a joint initiative launched by ABU and the University of Amsterdam. AIAS and the Hugo Sinzheimer Institute manage this international website that provides information on research reports and articles relating to temporary employment in the broadest sense in five languages (English, Dutch, French, German and Spanish).

**ICTWSS database**
The ICTWSS database covers four key elements of modern political economies in advanced capitalist societies: trade unionism, wage setting, state intervention and social pacts. The database contains annual data for 34 countries. It runs from 1960 till 2010.

**Intermediair ‘Best Employers’ Dataset**
The Intermediair ‘Best Employers’ survey is an annual survey of Dutch employers concerning their HR policies, used for the Best Employers list in the Intermediair weekly. AIAS acts as an advisor for the questionnaire.

**Job content of secretaries in the Netherlands**
The dataset is based on comparable surveys of secretaries in the Netherlands about their job content, and working conditions in 1993, 2000, and 2004.

**Study Group Quality of Labour**
The reports and administration of this study group provides a portrait of an age of social scientific research and the debate in the field of the quality of labour over a period of 20 years. The archive consists of eight document files. Among them reports of the study group meetings during the entire period of 1979-2002; information about 11 international seminars and the programme files of the study group including a Trend report Quality of Labour and the design-focussed research. The archive also contains some publications that have been supervised by the study group and some publications that are hard to obtain elsewhere.

**Trade organisations**
The Trade organisations database consists of names, years of establishment, historical development, NACE industry-codes and other data of more than 1400 trade and employers organisations. For the years 1980, 1991, 2001 and 2005, the mergers, separations and removals of these organisations have been investigated.

**WageIndicator database**
The WageIndicator Survey is a continuous, multi-lingual, multi-country web-survey, conducted more than 60 countries since 2000. The web-survey generates cross sectional and longitudinal data which might provide data especially about wages, benefits, working hours, working conditions and industrial relations.

**World Database of Occupations-WISC**
The EurOccupations micro data of the task frequency web-survey in eight EU countries; WISCO database with more than 1,700 occupational titles for 60 countries.
# People at AIAS

## Left AIAS

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## AIAS guests

- **Siwi Padmawati**
  - 5 October – 5 November
- **Alessia Gramuglia**
  - 6 June – 6 September
- **Anita Strockmeijer**
  - As of 1 July (external PhD)
- **Stephen Bazen**
  - 29 September – 3 October
- **Michele Belloni**
  - 6-17 October (Ingrid)
AIAS lunch seminars

AIAS organises (fortnightly) seminars on various subjects. Abstracts of the presentations will be put online and send to you, one week in advance. Please send us an email (aias@uva.nl) if you want to be put on the mailing list for the lunch/reading seminars. You will then receive an email about one week before the lunch seminar with all the information and the abstract.

Day: Thursday
Time: 12.15 – 13.15 hrs.
Location: AIAS, Amsterdam, the Netherlands
Enrol: Please send an email to aias@uva.nl.
A sandwich will then be provided.

11 December
Technomastress and the right to disconnect
Jan Popma
Senior researcher in Labour, Risk and Regulation
HSI, University of Amsterdam

15 January 2015
Fit or Unfit
Els Sol
Senior researcher AIAS/Hugo Sinzheimer Institute

12 February
Comparisons and contrasts of the impact of the crisis on euro area labour markets
Béla Ször
European Central Bank

26 February
Title to be announced
David Hollanders
Researcher University of Amsterdam – AIAS

12 March
Giedo Jansen, Roderick Sluiter, Agnes Akkerman
Universiteit Twente, VU, VU/RUG/Radboud

Dutch labour market day 2015

On Thursday 8 October 2015 the biannual Nederlandse arbeidsmarktdag NAD (Dutch labour market day) will take place, organized by the NAD Foundation in which AIAS participates. The general theme of the 2015 NAD will be Renewal of employment relations. In 2015 the NAD will be organized in cooperation with the general Dutch employers’ association AWVN. More information on the conference will become available on the website www.arbeidsconferentie.nl.

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Universiteit Twente, VU, VU/RUG/Radboud

Please go to the website www.uva-aias.net/calendar for all the latest information on these lunch seminars.